

Women's Leadership – Competence & Confidence



History/Re-fresher

- Susan B. Anthony and Elizabeth Cady Stanton
 - Women's right to vote
- Betty Friedan and Gloria Steinem
 - Expanded women's role in society
- Hillary Clinton, Oprah Winfrey, Sarah Palin.....

WHO ELSE WOULD YOU ADD?



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Facts

- Women in stressful jobs have a 40% increased risk of heart disease and 60% risk of diabetes
- In the last 30 years as women's role has expanded, self reported stress is up 18%
- Women Executive Officers in the Fortune 500:
 - 2009: 13.5%
 - 2010: 14.4%
 - 2011: 14.1%
 - 2012: 14.3%
 - 2013: 14.0%



Top Issues

- Pay Inequity
 - Women are better educated (60% college educated) and paid 23% less than men
 - One reason is career choice... i.e.: social work, teaching, nursing
- Assertive vs. Aggressive Dilemma
- Limited CEO visibility
 - 4% of CEO's Fortune 1000 are women
 - 20% of congress



Trends

- More women leaders expected in the future (and wanted!)
- Leadership roles are getting harder and more complicated every day
- Expectation is that you will do “good” for the company and society



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More Issues

- Women as networkers
 - Women are social networkers/ Men are transactional
- House work still needs to be tended to
- Mixed feelings as a “MOM” and/or a “WIFE”
- Asking tough questions
 - Where do I want to end up?
 - How can I get there?



What Answers are the Experts Giving?

- Sheryl Sandberg creates the “Lean In” movement
- “Lean Out” movement appears
- “Opt Out”

Where do you fit in??



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Women's Needs

- High confidence
- High competence
- Tools to handle the work load at home and at work
- Mentors/Sponsors
- Resources
- **HELP!!!!**



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Important Questions to Ask Yourself

- Do I consider myself to be confident?
- Do I see myself as a leader?
- Do I trust my instincts?
- What do I need to do to be more confident?
- Have I set clear goals for myself?
- Where is my bar set? High enough?
- Do I speak up?



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Key Attributes

- Strong and sensitive
- Open
- Collaborative
- Knowledgeable
- Unique
- Listen
- Empathetic - doesn't mean the same as NICE
- Enthusiastic



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Reasons Women are Better Bosses

- Better communicators
- Build better sense of unity and team work
- Make better ethical choices and decisions
- Have more patience
- Better at drawing passion out of others



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Handling Setbacks and Failures

- Set realistic expectations
- Analyze them
- Relish them
- Share them
- Move on!



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Great Role Models

- Mary Kay Ash

“I was taught to put my best into anything I did and I can honestly say I’ve always done that. Still, there are many times when I failed, when I was disappointed.”

- Debbie Fields – owner of Mrs. Fields Cookies

- Candice Carpenter (creator of ivillage)

“If you are committed to creating value and if you aren’t afraid of hard times; obstacles become utterly unimportant. A nuisance perhaps; but with no real power. The world respects creation; people will get out of your way.”

- Lillian Vernon

“It was a risk. I had a husband and I was pregnant with my oldest son. But I don’t look at risk the way other people do.”



Where do you want to go?



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WorkLife4You Resources

WorkLife4You Web Site
www.WorkLife4You.com

- **On the Job Web Service**
- **Interactive Quizzes**
Leadership Test, Communication Skills Test, Team vs. Individual Orientation Test, Assertiveness Test, Self-Esteem Test, Patience Test
- **Audio Tips and Podcasts**
How to Shine at Work: Pathways to Productivity
- **Related Web Sites**
- **HTML Articles**
- **On Demand Webinars**
Assertiveness (Pts. I & II), Building Better Relationships Through Effective Communication, Networking for the Network Challenged, The Positive Effects of Self-Esteem on Performance, Understanding and Communicating with a Multi-Generational Workforce
- **Discussion Groups**
Shine at Work Discussion Group
- **WorkLife4You Guides**
The Power of Positive Thinking, Communication Skills for Healthy Relationships, Conflict Resolution, Dealing with Difficult People, Business Etiquette



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